

From: [National Commander - Kerry Gregory](#)
To: [Whole Country](#)
Subject: Group Manager and Community Risk Manager appointments announcement
Date: Friday, 23 April 2021 12:01:11 pm

Kia ora koutou katoa,

Group Manager and Community Risk Manager Appointments

I am pleased to be able to announce our first group of new Group Managers (GMs) and Community Risk Managers (CRMs). You can see the appointees [here](#).

The GMs and CRMs will be part of our District Leadership Teams (DLT), who will collectively be responsible for leading the delivery of each of the elements of the four Rs of emergency management in the new Districts. Together with our District Managers, they will help lead our teams as we continue to move towards a more unified Fire and Emergency.

It is important that we have the necessary range of skills and experiences within each District to successfully deliver our legislative mandate across both the built and natural environments. These appointments today go some way to achieving that, and we will continue to build on this as we move in to the next stages of redeployment and recruitment. As we have said throughout the process it is important to note that our systems ensure that the people who will be leading our response to emergencies have the skills and experience to lead that type of incident. There is no change to this and the safety of all of our firefighters and the public is as always, our top priority. **We will continue to operate rosters to successfully operate across the built and natural environments.**

These new roles won't come into effect until we stand up our new structure. In the meantime, the new appointees will continue in their current roles and we will continue operating in the same way as we do now. I will keep you updated as we move towards the formal stand-up later this year.

Again, I would like to acknowledge those who applied for redeployment to these roles and were not successful. Thank you for your ongoing commitment, professionalism, and dedication and for the effort you put in to your applications and interviews.

Recruitment for GM and CRM vacancies

With the completion of this stage of the DLT redeployment, we will now open recruitment for the remaining CRM (advertising internal and external) and GM (advertising internal only) vacancies across the country. These vacancies are now live on the [vacancies page](#) on the portal to accept applications.

For those of you who submitted an application in the first round, you do not need to apply again – we still have your application. However, we are aware of the time that has passed since you submitted your application, so if you would like to make changes to your original application you can do so by logging in to [e-recruit](#).

I'm sure you will join me in congratulating the newest members of our DLTs. I'm excited to see the teams work together to implement the visions they have for their districts.

Ngā mihi nui

Kerry

Kerry Gregory
National Commander
Deputy Chief Executive Service Delivery
Toihau ā-Motu

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From: [National Commander - Kerry Gregory](#)
To: [Bill Butzbach](#); [Kevin Ihaka](#) [REDACTED]
Subject: GM & CRM Announcement & Recruitment Timeline
Date: Thursday, 22 April 2021 4:00:00 pm
Attachments: [Group Manager.pdf](#)
[Community Risk Manager.pdf](#)

Kia ora koutou,

GM/CRM Announcements

At midday tomorrow we will announce the Community Risk Managers (CRM) and Group Managers (GM) appointed through the redeployment process, to work with the District Managers (DM) to lead our Districts in this new phase of Fire and Emergency. I'm looking forward to seeing our teams work collaboratively to implement the visions they have for their districts, once we are at the stage that we can officially stand the new structure up. Until that point, we will continue working in the way that we are now.

We are not able to announce appointees to a small number of positions at this stage as there is further work underway in regard to offers for these positions. We will make further announcements as further appointments are finalised and will keep you informed.

As I have previously said, it is important that we have the necessary range of skills and experiences within each District to successfully deliver our legislative mandate across both the built and natural environments. The appointments being announced tomorrow go some way to achieving that, and we will continue to build on this as we move in to the next stages of redeployment and recruitment (see further info on this below). We will continue to operate rosters to ensure we have the right balance of skills and experience within the Districts as a whole to successfully operate built and natural environment rosters. The safety of all of our firefighters and the public is as always, our top priority.

Recruitment

Following the announcements tomorrow we will commence the recruitment phase for the remaining vacant District Leadership Team (DLT) roles. We will be advertising the GM (internal only) and CRM (internal and external) vacancies for two weeks, closing on Friday 7 May at 5.00pm. Attached are the job descriptions for the two roles and below is an overview of the timing for the GM and CRM recruitment phase.

Non-affected people who applied for the roles during the redeployment phase do not need to reapply, but are being given the option to update their applications if they wish to given the time that has passed since they originally applied.

As with redeployment, all those who apply for GM positions will need to pass a CORE process in order to be considered for shortlisting to interview.

Group Manager (GM) and Community Risk Manager (CRM) redeployment & recruitment indicative timeline

23 April, Midday	Announcement of Group Manager and Community Risk Manager appointments (Phase 1 - redeployment).
23 April Midday	GM (internal only) and CRM (internal & external) vacancies open.
07 May 5.00pm	Applications for GM & CRM roles close.
W/C 10 May	Candidates contacted with outcome of their application - interviews booked for those shortlisted (approx. five days to complete this activity).
24 May - 11 June	GM & CRM interviews held.

W/C 21 June Candidates advised of the outcome of their interview. Paperwork sent to successful candidates as soon as its ready (up to a three-week process).

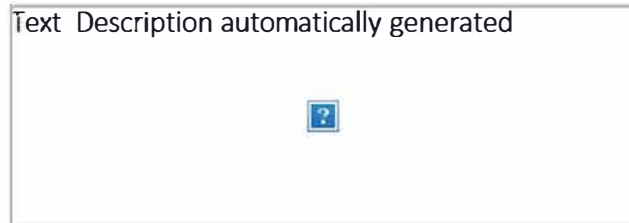
W/C 26 July Announcement of GM and CRM appointments (Phase 2 - recruitment).

If you have any queries, please get in touch.

Ngā mihi

Kerry

Kerry Gregory
National Commander
Deputy Chief Executive Service Delivery
Toihau ā-Motu



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From: [National Commander - Kerry Gregory](#)
To: [Breeze, Roy; Irving, Des](#)
Subject: GM & CRM Announcement & Recruitment Timeline
Date: Thursday, 22 April 2021 4:00:00 pm
Attachments: [Community Risk Manager.pdf](#)
[Group Manager.pdf](#)

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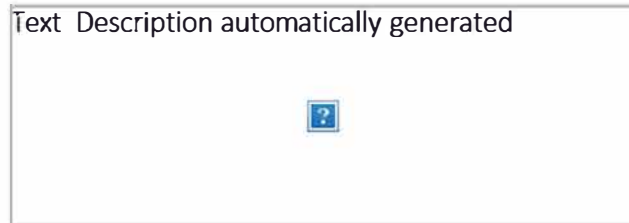
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Toihau ā-Motu



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From: [National Commander - Kerry Gregory](#)
To: [Keith McFadyen](#); [Henry, Duncan](#)
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Date: Thursday, 22 April 2021 4:00:00 pm
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For those of you who do not have access to the Portal, I will make sure that you receive an accessible copy of the appointees following the announcement.

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To: [Hands, Rob](#); [Dravitzki, Nigel](#)
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From: [National Commander - Kerry Gregory](#)
To: [@..](#); [@..](#)
Cc: [Nally, Brendan](#)
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Deputy Chief Executive Service Delivery
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Tranche 2 & USD Implementation Project GM & CRM Role Announcement RM follow up email

From	Region Managers
To	Region
Date to publish	07 April 2021 after midday
Channel	Email (to be sent after appointment email)
Title	Group Manager and Community risk Manager appointments in [Region Name]

Kia ora koutou katoa,

Following the announcement of our new Group Managers and Community Risk Managers earlier today by National Commander, Kerry Gregory, I wanted to acknowledge our appointees in [Region name] - [names of GMs and CRMs in your region] and congratulate them on their new roles.

[Add in your own sentences e.g. working together on a vision for the future, depth of talent and experience across both the built and natural environments etc.]

The remaining DLT vacancies are now being advertised internally (on the portal). There are a number of GM and CRM vacancies in our region, and we welcome applications from those with the relevant skills, experience and enthusiasm to be part of the next phase of a unified Fire and Emergency.

These new roles don't come into effect until we stand up our new structure. I will continue to keep you updated as we move towards the formal stand-up later this year. In the meantime, we will continue working in the same way we are now.

Congratulations again to our new DLT appointees.

<sign off>

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